

Members Call on Hoffa To Protect Full-Time Jobs

UPS is destroying full-time jobs that are guaranteed by our contract.

Members are uniting to tell the company: 'Part-Time America Won't Work.'

It's the worst economy in more than 75 years and good full-time jobs are an endangered species.

Our union's largest freight employer, Yellow Roadway Corporation, eliminated thousands of jobs in February. Many other Teamsters are threatened by downsizing.

In these tough times, our International Union leaders should be working overtime to save full-time jobs. Instead, they're writing off *guaranteed* full-time jobs at our union's largest and most profitable employer: UPS. What is wrong with this picture?

UPS Full-Time Jobs Takeaway

Our Teamster contract requires UPS to maintain 20,000 "combo" jobs—full-time jobs that are created by combining two part-time jobs. Members won these jobs in the historic 1997 UPS strike.

The company is thousands of combo jobs short of the 20,000 required by the contract. And UPS is destroying more every day.

Across the country, management is breaking full-time combo positions into part-time jobs and cutting Teamsters back to part-

time pay. UPS is also eliminating full-time jobs by not filling combo positions when they go vacant.

Our map on pages 6-7 of this issue gives a national picture of UPS's Full-Time Jobs Takeaway.

Citing loss of volume, UPS is also laying off package car drivers and air drivers. Supervisors continue to do Teamster work including shuttling packages.

Time for Action

Members have had enough. They've launched a campaign to demand that the International Union enforce the contract and make UPS create all 20,000 full-time combo jobs required by the contract.

Every Teamster has a stake in this fight. If our union officials won't take action to protect good full-time jobs when we have unambiguous contract language, then we can all kiss our job security goodbye.

Our union, our country needs good full-time jobs. We can have them at UPS if we just enforce our contract. Few problems in this economy are easy to solve. This is one of them. Let's work together to make it happen.



Members Launch National Petition Drive to Win Full-Time Jobs at UPS

UPS Teamsters have launched a national petition drive to make UPS create all 20,000 full-time combo jobs that are required by the contract. Find out more and see a national map of UPS's Full-Time Jobs Takeaway. **Pages 5-7**



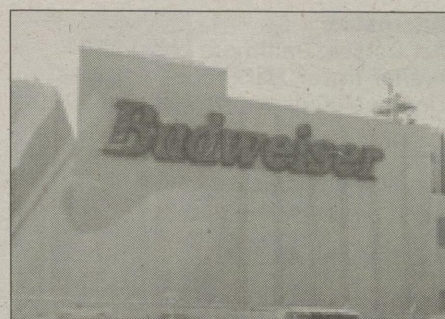
Freight Teamsters Want Change

Freight Teamsters are concerned about our union's direction—and they're getting involved to do something about it. **Page 3**



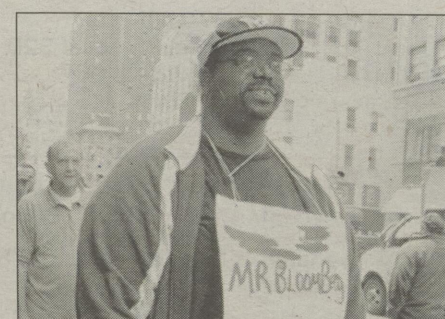
Baltimore Teamsters End Pension Freeze

A campaign by Local 355 members in Baltimore has forced pension fund trustees to unfreeze members' pensions. **Page 9**



L.A. Teamsters Unite And Save Their Local

Local 896 members have blocked a merger that threatened their beverage local's proud history of winning strong contracts. **Page 11**

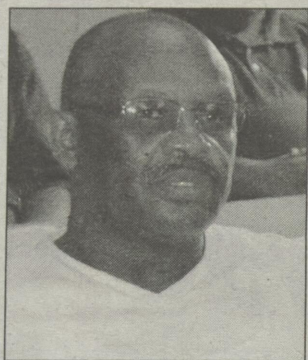


N.Y. Movers Want Say In Contract Talks

Local 814 members are organizing to win the right to elect their bargaining committee and change how their local bargains contracts. **Page 10**

Letters from our Members

Ron Carey and the Right to Vote



In 1991, I beat my local officers and was elected on a slate of working Teamsters to represent my members as a delegate to the Teamsters Convention.

That year was the first time working Teamsters got a chance to represent our members on the convention floor. That was a right that we won through TDU—and we made good use of it.

We nominated Ron Carey. And we put the issue of 25-and-Out pensions on the table.

After we elected Ron Carey, he made huge improvements in our pension benefits.

Now Hoffa is letting many of the accomplishments that we made with Ron slip away. But Ron Carey showed us what we can do when we put the real principles of unionism to work. We can honor his legacy by putting those principles back in action.

**James McLeod, UPS
Local 71, Florence, S.C.**

Either They Don't Know or Don't Care

In the *UPS Teamster* magazine for winter 2009, Teamster parcel director Ken Hall wrote, "No one is going to ignore that UPS is still profitable and no one is going to allow the company to use the current economic slump as an excuse to undermine the contract we negotiated."

The truth of the matter is that we have union brothers, earning a salary from the dues of our members, who sit on panels and outright undermine the current language in our contracts.

Have you ever seen the movie *Boyz n the Hood*? At the end of the

movie, one of the characters says "Either they don't know, don't show, or don't care about what's going on in the hood."

Which is it for you Brother Hall? As a rank and filer I hope and pray it is not the latter.

The division among the rank and file must end right now. We are in a mess and it doesn't matter whom you supported in the last union election, it is time to come together and fight against the injustices that are going on "NOW".

A Rank-and-File Member

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Milwaukee Local 200
Frank Halstead, Los Angeles Local 572
Michael Ruscigno, New York Local 802
Michael Savoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

David Kremer, Minneapolis Local 320
Willie Hardy, Memphis Local 667
Joe Sexauer, Chicago Local 743

Members:

Gina Alvarez, Chicago Local 743
Chuck Deaver, Seattle Local 174
Matt Higdon, Georgia Local 728
Stefan Ostrach, Oregon Local 206
Liam Russert, New York Local 804
Hugh Sawyer, BLET Div. 316
Alex Tenchavez, Los Angeles Local 396

Alternates:

Art Dorsch, Baltimore Local 355
Walter Taylor, New York Local 814
Donna McCuiston, Detroit Local 299

TEAMSTERS FOR A DEMOCRATIC UNION: WHO WE ARE, WHAT WE'VE WON, WHERE WE STAND

Teamsters for a Democratic Union is a grassroots organization of thousands of members across North America, working together to rebuild Teamster Power.

We're truck drivers, dock workers, warehouse workers, clericals—every kind of Teamster, and retirees and spouses, too.

We fight for good contracts and oppose concessions and benefit cuts.

We bring Teamsters together to enforce our rights and to hold union officials accountable to the members.

TDU is run by Teamsters for

Teamsters. Our leadership body, the International Steering Committee, is elected each year at our TDU Convention.

Not controlled by any official and answerable only to the rank and file, we are an independent voice for working Teamsters.

For more than 30 years, TDU has been uniting Teamsters to put our union to work for the members. Find out what we've won and where we stand.

If you believe in rebuilding Teamster Power by getting members informed and involved, then Teamsters for a Democratic Union may just be the group for you.

DECLINING TEAMSTER POWER



Teamster Power is on the decline. The Hoffa administration promised Teamster Power, but has often delivered concessionary

contracts and benefit cuts.

TDU is bringing Teamsters together to rebuild union power in our locals and in the International Union.

EDUCATION FOR UNION POWER



Information is power. TDU sponsors educational workshops to train Teamsters how to overcome apathy, involve members,

enforce their rights and develop as union leaders.

FIGHTING CORRUPTION



TDU takes on Teamster officials who abuse members' trust by using our union to advance themselves, not the membership.

We oppose excessive and multiple salaries for Teamster officials which waste millions we could be spending to win strong contracts and organize new members.

UNITING TEAMSTERS TO WIN STRONG CONTRACTS



TDU organizes contract campaigns—nationally and at the local level—to inform members about bargaining and

unite Teamsters to win strong contracts and to enforce our rights on the job.

PROTECTING OUR BENEFITS



TDU mobilized members to win 25 & Out pensions and record pension increases in the 1990s. Now we're fighting to protect

those benefits from pension cuts.

Uniting Teamsters to protect our pensions and healthcare—and win quality benefits for all Teamsters—is a top priority of TDU.

PROTECTING OUR BENEFITS



TDU works to unite Teamsters of every race, gender, ethnicity, craft, industry, and local and to overcome differences that are

used to divide Teamster members from each other.

We believe that our union leadership should reflect the membership and that a strong union involves everyone.

FOR MORE INFORMATION, GO TO WWW.TDU.ORG/WHOWEARE

CONTACT TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters.

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Members Hit the Road, Spread the Word

Freight Teamsters Building A Movement for Change

Many freight Teamsters are concerned about the direction our union is headed in—and they're getting organized to do something about it.

Concerned Teamsters are traveling to other freight terminals, distributing *Convoy*, and asking other members to get involved in our movement for change.

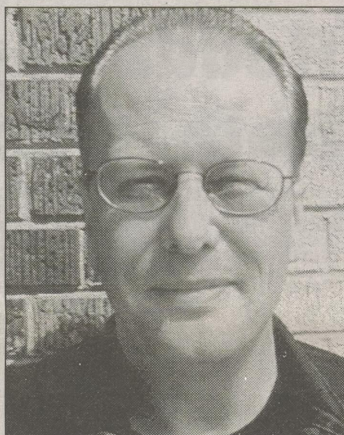
Here's what they're doing—and ideas for what you can do in your local, too.

"I went out to USF Holland and passed out the most recent issue of *Convoy*. Members were really positive to get the information—and concerned about the direction our union.

"Freight members in Milwaukee have always been on top of the issues. We have a local union election this year. Now's the time to get the word out."

Paul Host, ABF

Local 200, Milwaukee



Can you help? Convoy comes in bundles from 10 to 100 copies. Call TDU to get a bundle: (313) 842-2600.

YRC Forces Drivers To Work for Free

Here's one way YRC can cut costs: make Teamsters work off the clock.

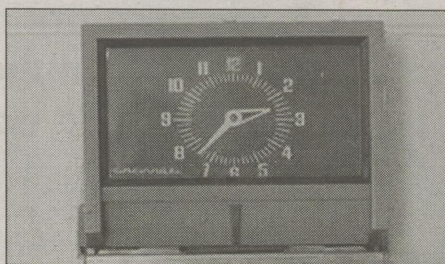
That's what Roadway management is trying to do at their West Palm Beach, Fla. terminal.

Pick-up and delivery drivers there have to fill out an Hours of Service log whenever they work over 12 hours.

For years, P&D drivers have filled out these logs on paid, company time. Now a new terminal manager is insisting that drivers fill out these logs after they clock out.

With several Teamsters on layoff, drivers are going over 12 hours two or three times every week. It takes about 10 to 15 minutes to fill out the log.

One driver estimates that he has filled out the log over 30 times in the last six months—that's five hours of work that



Roadway management in West Palm Beach is forcing drivers to fill out their logs after they punch out.

should have been paid at the Teamster rate.

Drivers are filing a grievance every time they are forced to work on their personal time.

Is your company insisting that you work on personal time? Contact TDU for advice: (313) 842-2600.



Amadeo Bianchi (center) and Frank Rabl (right) distribute Convoy in south Florida.

"I took off work on a Monday and met Teamsters at Yellow Freight in the morning, some car rental locations in the afternoon, and UPS in the evening.

"I think if more members do this, it will gain momentum.

"I met a lot of Teamsters who are fed up with Hoffa—and he's up for re-election in 2011. If you want change in two and a half years, now is the time to get off your butt and get involved."

Amadeo Bianchi, Roadway

Local 769, Miami

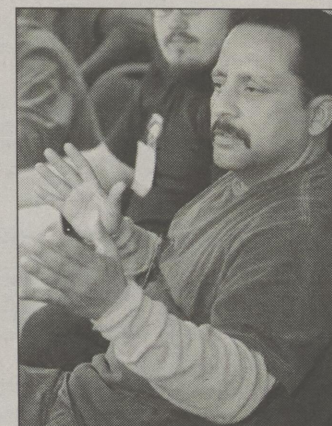
Save the Date: 2009 TDU Convention

Nov. 6-8 • Cleveland Airport Sheraton

"The freight industry is going through big changes. We can't be quiet about the challenges facing our union. I speak up on the issues because it's the first step to restoring our pride and power. I do it because I know I'm not alone.

"I see that every year at the TDU Convention. If you're worried about where our union is going, you should be in Cleveland this November."

Frank Villa, YRC, Local 63, Los Angeles



California Local 63

Jack Cooper: Concessions or Your Job



Jack Cooper: The Problem Is Management

With few carhaulers working, you would think that Jack Cooper would lay off management to bring the number in line with what is needed. In some areas they have, but at a few terminals they practically have one supervisor for every driver working. Before they blame Teamsters and demand more concessions, how about controlling the overhead costs?

IBT Auditor Wants to Raise Carhaul Dues

It's bad enough that the majority of Teamster carhaulers are not working; now Local 604 reports that an International auditor working for IBT Secretary-Treasurer Tom Keegel has told the local union they should increase the dues of working carhaulers.

St. Louis Local 604 has posted on their website (www.teamsters604.org) a letter from local Secretary-Treasurer John Thyer in response, stating that the local will decline to raise dues. Thyer's letter reports that after a routine audit, the local was told that carhaulers should be paying dues based on their annual earnings, not on the contract hourly rate. For a carhauler who is working long hours and making good money, this could raise dues to \$100 per month or more.

Thanks to Local 604 for blowing the whistle, to help kill this idea.

Allied's Axis: Nonunion Despite the Contract

When the International gave Allied the 17.5 percent wage concession, the deal provided that Allied's Axis subsidiary would become union. Two years later, that hasn't happened. Nonunion shuttle drivers work the Dearborn Michigan yard. Nonunion drivers pull the traffic. Where's the union leadership?

Management and union officials are blaming members for layoffs.

Jack Cooper, operating as PMT in the West, has lost GM traffic in Los Angeles and Milpitas, Calif. to a nonunion outfit called Harbor Auto Transport. Over half of the drivers working have been laid off.

Los Angeles Local 63's carhaul BA, Bob Doss, has consistently blamed the workers for not taking big concessions. The company continues to pressure the drivers to take a flat rate concession.

30-Day Notice

Jack Cooper has also royally screwed the owner-operators in Local 63. Management encouraged a number of drivers to buy brand-new trucks less than two years ago, to become "partners" with PMT. Now they have given the drivers 30 days notice of their lease cancellation.

They did the same thing in Georgetown, Ky.

These Teamsters are stuck with payments on vehicles that cost over \$200,000 at a time when there is no market to sell a car carrier.

They could be forced to take an enormous loss on the investment that management asked them to make.

Doss, their BA, won't even return their calls for help, leaving the drivers on their own.

With excess capacity in the industry, companies are taking every advantage they can. And shippers are looking to increase nonunion market share. In tough times like this we need a union leadership with a plan more than ever. We don't have that now.

Reddaway Wants 10% Cut Before Contract Done

Negotiations for a new contract for some 400 Teamsters at the Pacific Northwest terminals of USF Reddaway were not going smoothly, as of late February.

Reddaway is a regional carrier owned by YRC.

Negotiations are ongoing; the contract expired Dec. 31, and Teamsters are working on an extension.

Management is reportedly demanding an immediate ten percent pay cut, in line with the negotiated cut at YRC's other operations. But local union negotiators and members point out that the ten percent cut was agreed to after the NMFA was in place, which provides for benefit and wage increases each year till 2013.

Reddaway Teamsters make lower wages and have lesser pension benefits than NMFA levels. Their present wages are barely above YRC's wages after the ten percent cut, so a ten percent cut would drop them to under \$19 per hour.

Reddaway has nonunion terminals for about half of its operations in California, Arizona, Oregon and Washington. They have not lowered the wages by ten percent at these terminals, though they are free to do so at any time.

Reddaway Teamsters already make lower wages than NMFA levels.

Teamsters Return to Work at Oak Harbor



Teamsters are returning to work after standing strong on the picket lines, but the fight for a good contract continues.

Teamsters striking against Oak Harbor Freight Lines in the Pacific Northwest made an unconditional offer to return to work on Feb. 12, and at the end of February they began to close picket lines to reclaim their jobs. But the union and company remain far apart on bargaining.

About 600 Teamsters at 35 terminals in Washington, Oregon, and Idaho walked out on Sept. 22, when the company demanded to gut the contract and benefits, and committed unfair labor practices. The contract expired a year earlier, in October 2007.

The union's unfair labor practice

charges have been upheld by the NLRB. Because the NLRB ruled it an unfair labor practice strike, the company is required to take back strikers ahead of scabs.

The strikers will be working under the pre-strike terms as bargaining continues. But the company and union do not agree on what those pre-strike terms are.

Also, the company has fired 12 Teamsters during the strike on various allegations.

The sides remain far apart, since the company wants to gut Teamster benefits and conditions.

Create All 20,000 Full-Time Combo Jobs Required by the Contract

UPSers Launch National Petition Drive

UPS is denying thousands of Teamsters full-time job opportunities—in violation of our union contract. Now, working Teamsters are getting together to do something about it.

Article 22.3 of our contract requires the company to maintain 20,000 combo jobs nationally. The company is thousands of jobs short of the 20,000 quota—and is eliminating more full-time combo jobs every day.

Texas Teamsters Take Action

At the Dallas-Ft. Worth Airport, UPS dissolved more than 100 full-time combo positions in February. Members filed grievances, but got the brush off by Local 767 officials.

Instead of getting discouraged, members got active. They contacted TDU and organized a meeting with TDU Southern

Region organizer Willie Hardy.

National Effort To Save FT Jobs

The following day, Local 767 members joined concerned UPS Teamsters from 25 locals on a national conference call organized by TDU. Members on the call launched a national petition drive to press our union to make UPS create all the full-time combo jobs required by the contract.

The petition calls on the International Union to file a national grievance and to conduct a national audit of full-time job elimination.

More UPS Teamsters are planning TDU meetings and petitioning at their UPS buildings. For more information on how to get involved, go to www.MakeUPSDeliver.org, or call TDU at (313) 842-2600.

Part-Time America Won't Work, but



Download the petition at www.MakeUPSDeliver.org.

rank-and-file power will. Let's work together to enforce our contract and make UPS create the full-time jobs that so many Teamsters need.

This month's *Convoy Dispatch* centerfold gives a national picture of UPS's Full-Time Jobs Takeaway. See map on pages 6-7.

UPS Profitable In Tough Economy

UPS continues to haul in substantial profits despite the worst economy in 70 years.

Brown made \$829 million from October to December 2008, according to fourth quarter financial numbers released by the company. Revenue went up 3.6 percent in 2008 to \$51.5 billion. For the full year, UPS made an operating profit of \$5.4 billion and after-tax profits of \$3 billion.

The U.S. package operation alone made an operating profit of \$932 million in the fourth quarter. International package made \$366 million in profit. UPS

Freight also made money despite the terrible conditions in the freight industry.

UPS Freight and the company's logistics operations made \$53 million in profit, before they took a write-off of \$549 million for "goodwill impairment." Impairment charges are an accounting write-off that allows a corporation to write off profits based on the falling value of its name or "goodwill."

Declining Volume and Full-Time Job Creation

In the fourth quarter, total U.S. pack-

age volume fell by 4.4 percent. Ground volume was down 3.7 percent and Next Day Air volume dropped by 10.1 percent.

The company is using the drop in volume to try to justify its elimination of full-time jobs in violation of Article 22.3 of our contract. But management doesn't

have a leg to stand on.

UPS made the same claim after the 1997 strike. An arbitrator explicitly rejected management's argument and ordered the company to create 22.3 full-time jobs regardless of volume.

UPS & Downs

National Grievance Decisions Available Online

The decisions from the February meeting of the National Grievance Panel in Ft. Lauderdale are now available online at www.MakeUPSDeliver.org and in the UPS section of the TDU website.

The UPS National Grievance Committee settles national disputes and grievances that have been deadlocked at both the local and regional levels.

The Package Division has a computerized record of all panel and arbitration decisions. Why don't they make it available to stewards and members to help with contract enforcement?

The panel will meet two other times this year: June 8-11 in Philadelphia and Oct. 12-15 at the Hilton San Diego Resort and Spa.

TDU will continue to make the docket and decisions available to the rank and file.

Keyless Package Cars Being Tested

A new keyless ignition and entry system is being installed on package cars in Georgia. After using Local 728 members as guinea pigs, UPS plans to go national with the system.

The technology works like this. One short push on the remote unit enables ignition. A second push on a separate dash-mounted unit actually starts the engine. Drivers toggle a switch up to start the engine and down to turn it off. A second push to the bottom opens the bulkhead door.

The remote unit can also be used to unlock and open the bulkhead door, which is on a spring system. One long push on the remote unit unlocks and opens the bulkhead door. Two short pushes unlocks, but doesn't open, the rear door.

Drivers in the center where the new technology is being tested are being told it should take six and a half minutes off their day. Not that management is counting or anything.

Minimum Wage Tops Our Contract in Washington State

The good news is that the starting wage for UPS part-timers in Washington State has gone up. The bad news is that the raise is only a nickel—and it took a hike in the state minimum wage to make it happen.

That's right. The minimum wage in Washington State is now higher than the starting wage in the biggest Teamster contract. As of Jan. 1, the minimum wage in Washington is \$8.55. The starting rate for part-timers is \$8.50. What an embarrassment.

The minimum wage in several more states will top the starting wage for part-timers before the end of the contract, including California, New York, Connecticut, Illinois, Massachusetts, Oregon and Vermont.

The starting wage for part-timers was cut to \$8 in 1982. That wage has gone up only once since then: after the 1997 strike. If wages had kept pace with inflation, the starting wage for part-timers today would be more than \$18.

Starting wages competing with the minimum wage—and no healthcare for the first year (18 months for family coverage). No wonder UPS is eliminating full-time combo jobs and exploiting part-timers instead.



UPS Full-Time Jobs

The Violation

In 1997, UPS Teamsters went on strike to tell the company, "Part-Time America Won't Work." And we won! Our contract requires UPS to combine 40,000 part-time jobs into full-time jobs—and to maintain 20,000 full-time combo jobs no matter what.

But the company is thousands of jobs short of the 20,000 quota—and management is eliminating more combo jobs every day.

Thousands of Teamsters are being denied full-time jobs that are required by the contract. Some combo Teamsters are even being forced back to part-time.

What the International Union Can Do

Up until now, the International Union has left it up to individual members and local unions to file Article 22.3 grievances. Management is simply deadlocking these grievances and buying time for more violations.

The International Union can end the stall tactics and enforce the contract by filing a national grievance. The International Union can back up this grievance by conducting a national audit.

The contract requires UPS to give the International Union a detailed list of the 20,000 jobs it must maintain under Article 22.3. The International should provide every local union with a copy of this list to document exactly how many more full-time combo jobs UPS has to create to come into compliance with the contract.

The International Union has power that no local has to win full-time job creation. It's time to use it.

What You Can Do

UPS Teamsters from across the country have launched a national petition drive to make UPS create more full-time jobs.

The petition calls on the International Union to file a national grievance to make UPS create all 20,000 full-time jobs that members are owed under the contract. And it calls on the International Union to conduct a national audit.

Do your part to make UPS create more full-time jobs. Pass out leaflets so members are informed. Collect petition signatures so our International Union gets the message that it's time to enforce our contract.

Go to www.makeUPSdeliver.org to download leaflets and petitions. Or call Teamsters for a Democratic Union at (313) 842-2600.

SEATTLE
Management eliminated almost 40 full-time combo jobs last fall. The company agreed to return Teamsters to these positions but only after Local 174 rewrote the contract mid-term and gave up a multi-million arbitration award.

SEATTLE
174, Seattle

SPOKANE
Six full-time combo jobs eliminated. Members forced back to part-time.

SACRAMENTO
Fifty full-time jobs eliminated in West Sac building through unfilled vacancies. Other combo Teamsters have had their jobs reconfigured so they now perform 8 hours of loading and/or unloading. Seven more full-time jobs eliminated in the Rocklin building in January. Combo Teamsters forced to go driving or work 4 a.m. to 8 a.m. and then 6 p.m. to 10 p.m. at part-time wages.
"The union seems to be putting no effort into 22.3 grievances. We're tired of the company using the grievance procedure to stall while full-time jobs are destroyed. The International is the one that can get something done on this and it's time to focus the pressure on them. The petition sends a clear message: it's time to enforce the contract."
Lee Michalek, Shop Steward, Local 150

LOS ANGELES
Sixty-one unfilled Article 22.3 full-time jobs at Ontario Airport alone. Members have been waiting for these jobs for six months.
"Our local claims they're fighting for full-time jobs and puffs out their chest, but all that comes out is hot air—no results. The bottom line is that our officials are more interested in going along with Hoffa than demanding that the International Union take action. So instead of full-time creation, we get grievances dying on the vine at the panel."
Dan Kane, Local 63

PHOENIX
More than twenty full-time combo positions eliminated through layoffs in Phoenix and Tempe, Ariz.

DALLAS / FT. WORTH
Management "dissolved" more than 100 full-time combo positions at DFW airport in February. Full-time combo jobs were broken into two part-time positions. Members forced to work sunrise and twilight shifts at part-time pay—a pay cut of \$6 or more for many Teamsters.
"UPS is using the bad economy as an excuse to destroy full-time jobs. Management saw an opportunity and they're taking it. Today, it's huge pay cuts. Tomorrow, we could be losing our homes. There's no excuse or reason for it other than corporate greed."
Karen Berry, Local 767

Other locations marked on the map: 278, San Francisco; 315, Martinez; 70, Oakland; 287, San Jose; 150, Sacramento; 17 & 435, Denver; 63 & 396, 95; 542, San Diego; 104, Phoenix; 767, San Antonio; 886, Oklahoma; 657, San Antonio.

Jobs Takeaway

SYRACUSE
When 22.3 Teamsters have gone driving, their full-time combo positions are eliminated. Management claims to be "redistributing" the jobs but cannot explain where the positions have been moved. Combo positions have been reconfigured and one eliminated in Utica Local 182.

RHODE ISLAND
"The company has designs on 22.3 jobs. We've had jobs eliminated because they're not filled when they go vacant. If management can 'move' these jobs, or just outright eliminate them, they will. The lives of Teamsters who need full-time jobs hang in the balance. We're petitioning so the International Union sees members care about this issue and want something done."
Matt Taibi, Local 251

NEW YORK CITY
Full-time combo jobs have been destroyed because vacancies were never posted or filled.
"Part-time America does not work. It's a disgrace to have so many work so hard for so few hours, for such a meager 'salary.' It's no longer the working class but rather the working poor! Hoffa, Hall and Redmond should enforce the contract!"
William Riley Fernandez, Local 804

PHILADELPHIA
"When Article 22.3 positions have gone vacant in our building over the past year, they've just disappeared. We hear that they've been relocated, but we get no solid indication of what the International is doing to make sure the relocated jobs still exist. When members hear rumors, I want to be able to tell them, 'Eliminating 22.3 jobs is against the contract. It will never happen.' But it's hard to say that when we can't verify that it hasn't already happened."
Howard Hall, Local 384

BALTIMORE
"Management has refused to bid some vacant combo positions—eliminating full-time jobs. We're getting members to sign the petition and take a stand for full-time jobs. We won these jobs by standing together, and that's how we'll protect them for the future."
Bill Paul, Local 355

FLORENCE, S.C.
"As a part-timer, I know how hard it is to make ends meet at UPS. I'm working two jobs—and some of my co-workers are doing more. My Teamster brothers and sisters went on strike in 1997 to win more full-time job opportunities for members like me. I'm petitioning to do my part to make UPS deliver those full-time jobs."
Antonio Jones, Part-Time Steward, Local 71

FLORIDA
"I took two days off work to ask members to sign the petition to create more full-time jobs. Almost every member I asked signed the petition. Part-timers want more full-time job opportunities. And full-timers remember what our union won when we stuck together in the 1997 strike. I work at Roadway—not UPS. But I know that our union is stronger when we all stick together and do our part."
Mike Schaffer, Roadway, Local 769

LOUISVILLE
"Members in some cities have been told by management that their full-time combo jobs are being moved to Louisville. I can tell you that isn't true. Under our local rider, the company is supposed to create 50 full-time combos this year. They haven't created more jobs than that. Louisville can't account for the combo jobs that have been eliminated elsewhere."
Mark Huckleberry, Local 89

ST. LOUIS
Members have a grievance over 23 full-time jobs that were eliminated because management never filled vacancies.

KANSAS CITY
Twenty-two full-time combo positions eliminated through layoffs in Kansas City and Lenexa, Kan.

CINCINNATI
"Our local got the list of combo jobs the company claims it is maintaining here as part of the 20,000 jobs required nationally. My steward alternate and I found 11 jobs on the list that exist only on paper in our work area alone. Other stewards could identify another dozen or more full-time jobs that have been destroyed in our building."
Sam Bucalo, Elected Steward, Local 100

GRAND RAPIDS
Four air/preload combo positions eliminated in Grand Rapids building in November.

Part One in a Series

Questions & Answers on Teamster Pensions

Many Teamster members are worried about their retirement and want to know more about how their pension works and how they are protected.

In part one of a series of educational articles on Teamster pensions, Teamsters for a Democratic Union collected some of the most frequently asked questions and got answers from pension attorneys and fund managers.

This month, we'll look at questions from Teamster multi-employer funds. In the next issue of *Convoy*, we'll take a look at questions from the new UPS pension fund

Do you have a question about your pension? We can help. Call Teamsters for a Democratic Union at (313) 842-2600, or email info@tdu.org.

Q: Why do some Teamster pension funds pay better benefits than others, even to Teamsters at the same company, such as UPS or YRC?

This is a big question with no single answer.

It's true that various regional (and local) pension plans pay different benefits, sometimes substantially different.

One important element is the degree to which a pension fund has a broad base of participating companies, including in growing or healthy industries. The Western Conference Fund, for example, maintains a broad base of participating employers. The Central States Fund has a narrower base, and is thus more dependent on freight, carhaul, construction, and grocery distribution companies.

Funds that have a broader base and include UPS part-timers tend to pay better benefits.

A related element is the question of UPS part-timers as participants. This is a

young and growing demographic which helps to support a healthy fund. Unfortunately, only the Upstate New York, New England, and Western Conference Funds have UPS part-timers in the fund.

There are a number of other factors in why benefits vary, including: investment strategies, funding level policies, and benefit structures. Pension benefit levels are set by the trustees; half of them are Teamster officials, and half are employers.

To read TDU's special report on the Pension Divide and to see a comparison between the best and worst-paying Teamster plans, go to www.tdu.org/pensiondivide.

Q: Can my pension be cut?

Yes and no. Your pension future accruals can be cut, and most Teamster funds have cut the accrual rate, which is the amount your pension will go up each year in the future.

Fortunately there is an anti-cutback provision in federal pension law, making it harder to cut already-earned pension credits. Those cannot be cut, unless your pension fund gives you notice that it is in



Pension Information from TDU

For decades, Teamsters have turned to Teamsters for a Democratic Union to get the facts about their pensions and organize to protect and improve our benefits.

Questions and advice. In the dark about your pension? TDU can help you get answers. Call (313) 842-2600 or email info@tdu.org.

Pension workshops. TDU can set up a workshop with pension experts in your area, to get the facts and make plans for action. Call TDU to set one up: (313) 842-2600.

TDU Convention. Join us in Cleveland, Nov. 6-8 for workshops on the future of Teamster pensions and benefits—and much more.

critical status, also called the Red Zone.

TDU has consistently fought to maintain the anti-cutback protection, even when our International Union was fighting to eliminate that good law.

The fact that a pension fund is in the Red Zone does not necessarily mean it will cut already-earned credits; for example, the Central States and New England funds, which are in the Red Zone, have not done so.

Q: What happens if my pension fund goes bankrupt?

This is fairly uncharted water, because generally multi-employer union plans have not failed, as too many single-employer plans have.

The Pension Benefit Guaranty Corporation (PBGC) provides partial benefits to workers from failed plans. The PBGC is financed by premiums paid by pension plans. Multi-employer plans pay lower premiums because they are more secure.

The PBGC is not nearly big enough to handle the pension crisis facing

American workers and retirees: we need a pension bail-out, just as the banks have been bailed out.

Fortunately, while some of our Teamster pension funds are in serious condition, none is on the verge of failure.

Multi-employer pensions are still the safest bet for a secure retirement.

Q: Would I be better off with a company pension?

In the great majority of cases, the answer is no. Millions of retirees in company pension plans have had benefits cut.

Multi-employer pension plans, like our Teamster funds, are still the safest bet for a secure retirement.

We need to strengthen and defend our union plans, not let companies break our funds up or lure us into less-secure company plans.

Central States H&W Changes Retiree Contribution Rates

The Central States Health and Welfare Fund has increased the cost for Teamsters who retire under age 60, and decreased it for those who retire after age 60. Once again, Central States is aiming to increase the average age of retirement.

Monthly premiums for 2009 for those who retire at age 57 are \$360, or \$720 for a couple. For those who retire at 62 or more, the retiree monthly payment is \$100 (\$200 per couple).

These changes do not affect UPS Teamsters who have Central States Health and Welfare; they pay \$200 per month (\$400 per couple) if they retire over age 55.

In the next issue of *Convoy*, we will take a look at the UPS pension plan, which some 44,000 full-time Teamsters were transferred into on January 1, 2008.

Fight Still on to Restore Deep Cuts

Baltimore Members End Pension Freeze

The Baltimore Local 355 pension is no longer frozen, thanks to hundreds of working Teamsters who took action and demanded improvement.

But Local 355 officials have raised benefits only a fraction of the former amount—and added a penalty for Teamsters who retire early.

On Feb. 18, the Local 355 pension fund trustees announced they are reinstating a modest pension accrual, effective March 1, 2009 through the end of the year.

Last year, Local 355 pension trustees cut the accrual rate to zero and froze the Baltimore pension. That means Baltimore Teamsters earned zero toward their retirement for their past year of work.

Over the past year, hundreds of Baltimore Teamsters signed petitions, passed out flyers and spoke up at union meetings demanding an end to the freeze. Their voices have been heard.

Freeze Over, Deep Cuts Remain

The Baltimore pension is unfrozen, but deep cuts are still in place.

For UPS Teamsters, the new accrual rate is \$61.56, for a three-quarter year period. Compare that to the accrual rate before the cut, \$191 a year—that's a 57

A UPS Teamster retiring at 50 will lose \$221 a year, for life.

percent cut.

The new accrual rate is even lower for Teamsters at U.S. Foods and other companies with lower contribution rates in the fund.

Worse, the trustees have added a new penalty for early retirement.

Currently, UPS Teamsters can retire at age 50. Under the new plan, UPS Teamsters who retire early will take a cut of half a percent for every month prior to age 55. This penalty only applies to pension accrued after March 1, 2009.

That means a Teamster retiring at age 50 under the new plan will lose a 30 percent penalty on all pension accrued after March 1 of this year. Just for this year's accrual alone, that's a \$221 cut every year, for life.

"My biggest fear is that, over time, this new system will effectively eliminate early retirement," said Kenny Walker, a Local 355 package car driver. "Many older drivers have enough pension accrued to retire with a decent pension at age 50. But what about younger members?"

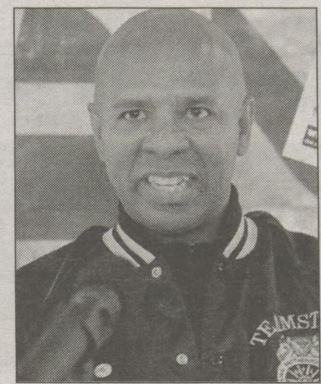
"Our local needs a plan to raise the accrual and drop the penalty so that younger members can retire with a decent pension at a reasonable age, too. If they have a plan to do that, they haven't mentioned it."

Chipping Away At Early Retirement

"My biggest fear is that, over time, this new system will effectively eliminate early retirement.

"Our local needs a plan to raise the accrual and drop the penalty so that younger members can retire with a decent pension at a reasonable age."

**Kenny Walker, UPS
Local 355, Baltimore**



Members Get the Credit

"The members of Local 355 worked hard to beat this cut, and they deserve the credit for this change.

"We've won a battle, but the war isn't over. We're going to keep building 355 Members United and fight for a decent pension."

**Ron Reinhardt, UPS
Local 355, Baltimore**

Taylor Admits Mistakes

At the union meeting in January, Local 355 principal officer Denis Taylor admitted that he made a mistake, when the local pension fund cut members accrual rate to zero last year.

Taylor said that the cuts had failed to fix the problem with the pension. And he complained that many employers were angry at him for cutting their employees' pension.

Members Mobilized For Improvement

When the cuts were first announced, members mobilized.

Hundreds of members signed a petition demanding a Pension Bill of Rights and the right to earn money toward their pension for their work.

Members organized a rank-and-file group, 355 Members United, to coordinate their fight. They launched a website and spread out over the local to push for an end to the pension freeze.

"The members of Local 355 worked hard to beat this cut, and they deserve the credit for this change," said Ron Reinhardt, a steward at UPS. "We've won a battle, but the war isn't over. We're going to keep building 355 Members United and fight for a decent pension."

Judge Orders Hearing for Chicago UPS Retirees

In January, UPS management dramatically raised the cost of Chicago Local 705 retiree healthcare.

Now UPS will have to explain their actions before a judge.

On Feb. 12, a judge in the U.S. District Court for Northern Illinois set a hearing for March 9. UPS will have to explain to a judge how their mid-contract hike in retiree healthcare contributions didn't violate the contract or the law.

In January, UPS management suddenly raised the monthly health and welfare contribution for Local 705 UPS retirees from \$50 to \$157.58 for a single retiree and \$315.17 for a retiree and spouse.

Local 705 and retirees took action.

Members filed a class action lawsuit and bombarded UPS management with letters of complaint.

The Local 705 contract with UPS states that "if required, additional contributions would not be implemented until after the expiration of the current collective bargaining agreement." The agreement runs until 2013.

The fight to defend health care for Teamster retirees belongs to all Teamsters. Too many times the International Union or local officials have settled short on this issue. We stand with the Chicago retirees and Local 705 in their fight.



UPS raised the health and welfare contribution for Local 705 retirees to \$315.17 for a retiree and spouse.

New York Local 814:

Teamster Movers Start Campaign for Strong Contract

Teamster movers in New York Local 814 work for some of the deepest pockets in the city: Fortune 500 companies, Wall Street banks and the U.N.

But you'd never know it by their recent contracts.

Givebacks have gutted members' pay and benefits and divided the membership into tiers that are pitted against each other.

"Our contract negotiations next year are make or break for us. If we're going to put an end to the concessions and return our union to sound footing, we've got to do things differently," said Local 814 Teamster Walter Taylor.

That's why Local 814 members have launched a campaign to win the right to elect their bargaining committee and institute other reforms that would change the way Local 814 negotiates contracts.

The new bylaws would:

- Give members the right to elect the rank-and-file members of the bargaining committee;

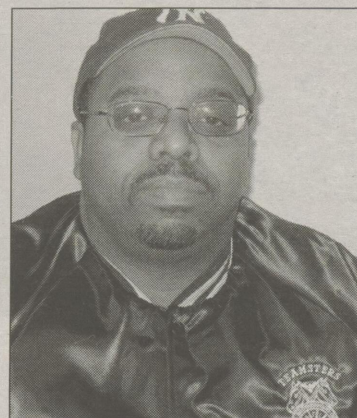
- Give members the right to information about what is happening in contract bargaining;

- Require Local 814 to mobilize the membership and support from the Teamsters and the public to win a strong contract;

- Give members time to review all changes to the contract in writing before we vote on it.

Last year, Local 814 members put these principles into place in a successful, year-long rank-and-file contract campaign at Sotheby's Auction House. As a result, they put an end to concessions and won their best contract in more than a decade.

"The members at Sotheby's have shown that it's possible to reverse give-



Make or Break

"Our contract negotiations next year are make or break for us. If we're going to put an end to the concessions and return our union to sound footing, we've got to do things differently."

**Walter Taylor, Local 814
New York**

backs and win a strong contract when members prepare early and get organized," Taylor said. "It's time for us to do the same thing in moving and storage. This campaign to change the local union

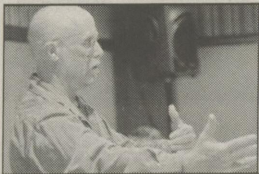
bylaws is a first step."

Petitions supporting the changes will be submitted at the March membership meeting. A vote will be held at the fall meeting.

Read more about how "Local 814 Members Stopped a Decade of Givebacks and Won a Strong Contract" at www.tdu.org/sothebys.

Local 814 members have launched their own rank-and-file website. Check out www.voiceof814.com.

Labor Department Tightens FMLA Restrictions



by Robert
Schwartz

Just four days before George Bush left office, the Department of Labor put new regulations for the Family and Medical Leave Act (FMLA) into effect.

The Family and Medical Leave Act, a 1993 federal law, requires employers to allow eligible employees up to 12 weeks time off per year in the event of serious illnesses or medical conditions of the worker or his or her family.

Leave can be taken intermittently as medically needed. Time off is also protected following childbirth or an adoption (for both mothers and fathers).

Corporate lobbyists had been pushing for the DoL to gut FMLA. The new rules don't do that. But they do chip away at workers' rights to take FMLA leave.

The new President does not have authority to repeal federal regulations that have reached the implementation stage. He can instruct the DoL to develop new regulations, but that requires a long period of soliciting public input and developing preliminary proposals before the development of final regulations.

Here are some of the changes, and how they could affect you.

Contact with employee physicians. Under the old rules, employers could assign a physician or other health care provider to telephone or write the employee's physician. Under the new rules, a human resource professional, leave administrator, or other management official (but not a direct supervisor) can also call to ask questions or demand information.

Recertification. Under the old rules, if an employee's provider certified that an employee would need intermittent leave over the next twelve months, the employer could not request an additional certification within the period. Under the new rules, an employer can request recertification every six months.

Fitness report. Under the old rules, employers were forbidden from asking employees returning from intermittent leaves—for example, absences due to asthma attacks or flare-ups of back conditions—to produce fitness reports. Under the new rules, employers can demand such reports from safety-sensitive employees even if the absence is as short as a day. Moreover, if the employer requests, the provider must certify the employee's ability to perform each of her



essential tasks. Returns can be held up until the report is submitted.

FMLA designation. The old rules required employers to designate leaves as FMLA within two days of a notice from the employee. Failure to designate prevented the employer from subtracting the time from the employee's 12-week leave entitlement. The new rules extend the designation period to five business days. Worse, they eliminate the clock-stopping penalty, except where employees can prove that they would have continued working had they known that their absence would be designated as FMLA.

Attendance bonus. Under the old rules, an employee whose only absences were for FMLA reasons could qualify for a perfect attendance bonus. The new rules allow employers to disqualify employees for FMLA absences.

Report time. The old rules gave employees two days to report unforeseeable FMLA absences. The new rules say employees must follow the employer's customary reporting rules—for example, calling in two hours before a shift begins.

Vacation pay. The old rules allowed an employee to claim vacation pay for unexpected FMLA absences even if company policy required advance applications. Similarly, a worker could claim pay for a one-day absence even if the vacation policy had a one-week requirement. The new rules disallow requests that conflict with the employer's customary vacation policies.

Robert Schwartz, a Boston union-side labor attorney, is author of The FMLA Handbook—A Union Guide to the Family and Medical Leave Act. A new edition of the handbook, including explanations of the new regulations, will be available on March 15, 2009 from Work Rights Press (800-576-4552). Price: \$15.

Local 896 Merger on Hold

A proposed merger of California Local 896 that would have threatened that local's proud history of winning strong contracts is now on hold.

The news comes just as the Committee to Save Local 896 was preparing their next action. Members spoke up to save their local and made it happen.

For months, Local 896 officials were deep in talks with Local 848 head Jim Santangelo about merging the two locals.

But now the merger has been abruptly put on hold. At the February union meeting, Local Secretary-Treasurer Rene Medrano reversed himself and announced that all merger talks with Local 848 were over—and no merger was in the works.

Local 896 is based in Los Angeles and represents 3,000 brewery and soft-drink

workers across California.

Saving Face

When the merger was proposed in December, Medrano brought Santangelo to the L.A. Anheuser-Busch brewery to sell the deal. Santangelo was back at the January Local 896 meeting—and faced tough questions from Local 896 members.

At the Local 896 meeting on Feb. 22.,

Medrano didn't mention the merger even once in his half hour long report.

Medrano only admitted that the merger had fallen through after a member asked him point-blank about it. He appeared to have no intention of discussing the merger until he was asked.

Medrano explained that if the merger went through, employees of the local would go into an inferior health and welfare plan—a pretty weak excuse.

Meanwhile, at the Local 848 meeting on the same day, Santangelo refused to admit defeat and said that he still hoped the merger would go through.

Power of Information

As soon as they heard the rumor of a possible merger, Local 896 Teamsters sprang into action and formed the Committee to Save Local 896.

Members at Coke and Pepsi had bargained side-by-side with Santangelo

before—and saw him negotiate inferior contracts in their industry.

The committee produced educational bulletins that explained to members what they could expect in a local headed by Santangelo.

They let members hear from Local 848 members. They circulated information from the Independent Review Board and Election Officer that showed Santangelo made an illegal loan to himself and intimidated members who disagreed with him.

The Local 896 members made it clear that they were going to have a voice in this merger—and they are going to stay prepared to spring into action if any future discussions take place.

The Local 896 members who worked so hard to keep their local proud and independent are a good example of what members can do when they get informed and get organized.

Chicago Local 743

Teamsters Protest Hospital Layoffs

Local 743 Teamsters are standing together to fight layoffs at the University of Chicago Medical Center.

Teamster Local 743 represents much of the non-nursing staff at the University of Chicago Medical Center. Management recently announced a major layoff of over 450 employees.

"I have no job, six kids and a \$1,500 dollar rent payment," said Sherri Taylor Kennedy, a Local 743 member. Until the layoff, she was a secretary serving two pediatric surgeons at the UC Medical Center.

Local 743 mobilized members with a picket and rally to protest the layoffs. They reached out to the community and University of Chicago students for support.

Members across the hospital emphasized the importance of patient care. "You can't deliver the quality of service to all aspects of the hospital, to the labs, administrative, cleanliness of the facility with less people," commented Leonard Charley a Local 743 steward. "You can't do the same quality job at the hospital with a much lower level of staffing."

Melanie Cloghessy, a clerical employee at the University of Chicago contin-

ued, "The University hasn't suffered losses, they're projecting losses. Even so, they're planning more research and more construction. They can do the same for the 450 people they just laid off. It's not rocket science. They can all be returned to work if management applies good long-term planning and shows ordinary respect for the people who work here."

Cloghessy concluded, "The University is the largest employer on the south side of Chicago. They don't have a right to impoverish the community just to change their bottom line."



Teamster members and community supporters rally after the University of Chicago Medical Center announced plans to layoff 450 workers.

Former Chicago Teamster Prez Indicted for Cocaine Deals

At the same time he was the \$150,000-a-year president of Chicago Local 743, one of the largest Teamster locals, Robert Walston was involved in a cocaine-trafficking scheme, according to an indictment unsealed on Jan. 22. Walston pleaded not guilty on Jan. 29.

On June 16, 2007, federal agents seized \$135,000 in cash from Walston and Victor Matos, one of his alleged co-conspirators. Walston is accused of repeatedly driving and flying to Houston

Texas with large sums of cash to purchase cocaine for distribution. He claimed he was going to use the cash to purchase trucks.

In August 2007, two months after federal agents seized the cash, Walston resigned from Teamster office.

He turned the reins of the local over to his associate Richard Lopez. Lopez and Walston were soon indicted for rigging the 2004 local union election by diverting hundreds of ballots to friends, including

employers, and then casting them for the incumbents against the New Leadership Slate.

In October 2007, the U.S. Department of Labor oversaw a fair Local 743 election, which was won by the New Leadership Slate, headed by Richard Berg. That closed the book on this unfortunate chapter of corruption in the local union, and opened a hopeful one for Chicago Teamsters.

Local 743 members mobilized with a picket and a rally.

Worried about our union's future? Join TDU Today

Make UPS Deliver Full-Time Jobs



"I was on the picket line every day in 1997 holding a sign that said 'Part Time America Won't Work.' I never dreamed the company would force me back to part-time. But it's happened to me and many other Teamsters.

"Now we're getting involved to make UPS create every full-time job they owe us under the contract.

"We organized a meeting with a TDU organizer that got members informed and united. We're following up by joining the national petition drive to tell Hoffa that

it's time to enforce the contract.

"Union members need to stand up, make our voices heard and take our union back."

Sandy Gustafson, UPS

Local 767 Shop Steward, Dallas-Ft. Worth Airport

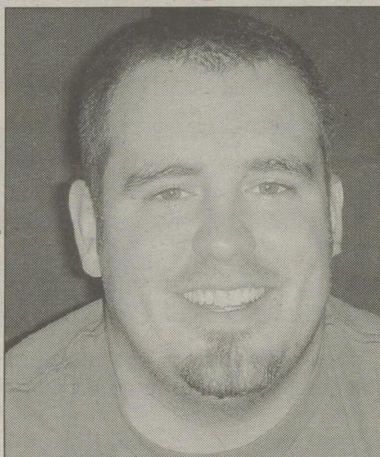
Keep Union Principles Strong

"I found out about TDU from a buddy who said he thought TDU saved the Teamsters. I just recently began to get involved in the labor movement, and I was excited to learn more about what can be done in our union.

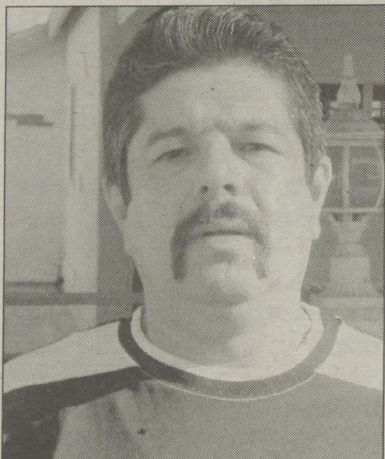
"I joined TDU to keep the core purpose of unionism alive."

Cory Lucas, Allied Waste

Local 50, Belleville, Ill.



Time to Get Respect on the Job



"I'm tired of management doing whatever they want to do—and getting away with it. They don't respect our contract or our rights.

"I joined TDU because I saw other TDU members in my local who were getting together and making management show them respect. That's what can happen when we get informed and come together."

Jose de la Torre, BFI

Local 396, Los Angeles

Do you think our union is headed in the wrong direction?

Teamsters for a Democratic Union is made up of thousands of working Teamsters who are doing something about it.

Our movement is growing because members like you are doing their part to turn our union around.

You can help. Fill out this coupon and join TDU today.

JOIN TDU

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Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*

____ \$95 three-year membership fee

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

____ \$25 for retirees. Retired from Local _____

☐ Check or money order

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Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.